

**EXHIBIT A**

**FULL-TIME POSITIONS AND SALARIES**

**EFFECTIVE 6/22/2018**

| POSITIONS                              | RANGE | ANNUAL  |         | MONTHLY |        | HOURLY   |         |
|----------------------------------------|-------|---------|---------|---------|--------|----------|---------|
|                                        |       | LOW     | HIGH    | LOW     | HIGH   | LOW      | HIGH    |
| <b>EXEMPT</b>                          |       |         |         |         |        |          |         |
| ACCOUNTANT                             | 50    | 73,237  | 89,233  | 6,103   | 7,436  | 35.2101  | 42.9005 |
| ADMINISTRATIVE ANALYST                 | 51    | 75,068  | 91,463  | 6,256   | 7,622  | 36.0904  | 43.9726 |
| ASSISTANT CITY MANAGER                 | 82    | 161,397 | 196,647 | 13,450  | 16,387 | 77.5947  | 94.5418 |
| ASSISTANT DIRECTOR OF COMM SERVICES    | 68    | 114,225 | 139,172 | 9,519   | 11,598 | 54.9159  | 66.9096 |
| ASSISTANT PLANNING DIRECTOR            | 68    | 114,225 | 139,172 | 9,519   | 11,598 | 54.9159  | 66.9096 |
| ASSISTANT TO THE CITY MANAGER          | 60    | 93,750  | 114,225 | 7,813   | 9,519  | 45.0721  | 54.9159 |
| ASSOCIATE CIVIL ENGINEER               | 59    | 91,463  | 111,439 | 7,622   | 9,287  | 43.9726  | 53.5764 |
| BUILDING OFFICIAL                      | 70    | 120,008 | 146,218 | 10,001  | 12,185 | 57.6962  | 70.2971 |
| CITY CLERK                             | 64    | 103,482 | 126,083 | 8,624   | 10,507 | 49.7510  | 60.6168 |
| CITY ENGINEER                          | 71    | 123,008 | 149,873 | 10,251  | 12,489 | 59.1385  | 72.0543 |
| CITY MANAGER                           |       | 240,240 |         | 20,020  |        | 115.5000 |         |
| DEPUTY CITY MANAGER                    | 73    | 129,235 | 157,461 | 10,770  | 13,122 | 62.1322  | 75.7024 |
| DIRECTOR COMMUNITY SERVICES            | 75    | 135,778 | 165,432 | 11,315  | 13,786 | 65.2779  | 79.5346 |
| DIRECTOR OF FINANCE                    | 74    | 132,466 | 161,397 | 11,039  | 13,450 | 63.6856  | 77.5947 |
| DIRECTOR OF PUBLIC WORKS/CITY ENGINEER | 75    | 135,778 | 165,432 | 11,315  | 13,786 | 65.2779  | 79.5346 |
| EXECUTIVE ASSISTANT                    | 46    | 66,349  | 80,840  | 5,529   | 6,737  | 31.8986  | 38.8654 |
| FINANCE MANAGER                        | 61    | 96,094  | 117,081 | 8,008   | 9,757  | 46.1990  | 56.2889 |
| PLANNING DIRECTOR                      | 72    | 126,083 | 153,620 | 10,507  | 12,802 | 60.6168  | 73.8558 |
| PRINCIPAL PLANNER                      | 62    | 98,496  | 120,008 | 8,208   | 10,001 | 47.3538  | 57.6962 |
| PUBLIC WORKS PROJECT MANAGER           | 59    | 91,463  | 111,439 | 7,622   | 9,287  | 43.9726  | 53.5764 |
| RECREATION MANAGER                     | 59    | 91,463  | 111,439 | 7,622   | 9,287  | 43.9726  | 53.5764 |
| RECREATION SUPERVISOR                  | 50    | 73,237  | 89,233  | 6,103   | 7,436  | 35.2101  | 42.9005 |
| SENIOR PLANNER                         | 58    | 89,233  | 108,721 | 7,436   | 9,060  | 42.9005  | 52.2697 |
| <b>HOURLY</b>                          |       |         |         |         |        |          |         |
| ACCOUNTING SPECIALIST II               | 46    | 66,349  | 80,840  | 5,529   | 6,737  | 31.8986  | 38.8654 |
| ADMINISTRATIVE AIDE                    | 38    | 54,456  | 66,349  | 4,538   | 5,529  | 26.1808  | 31.8986 |
| ADMINISTRATIVE ASSISTANT I             | 37    | 53,128  | 64,731  | 4,427   | 5,394  | 25.5423  | 31.1207 |
| ADMINISTRATIVE ASSISTANT II            | 41    | 58,643  | 71,451  | 4,887   | 5,954  | 28.1938  | 34.3514 |
| ASSISTANT ENGINEER                     | 53    | 78,869  | 96,094  | 6,572   | 8,008  | 37.9178  | 46.1990 |
| ASSISTANT PLANNER                      | 51    | 75,068  | 91,463  | 6,256   | 7,622  | 36.0904  | 43.9726 |
| ASSOCIATE PLANNER                      | 55    | 82,861  | 100,958 | 6,905   | 8,413  | 39.8370  | 48.5375 |
| BUILDING PERMIT TECHNICIAN             | 38    | 54,456  | 66,349  | 4,538   | 5,529  | 26.1808  | 31.8986 |
| CODE COMPLIANCE OFFICER                | 46    | 66,349  | 80,840  | 5,529   | 6,737  | 31.8986  | 38.8654 |
| COMM SERV COORDINATOR                  | 46    | 66,349  | 80,840  | 5,529   | 6,737  | 31.8986  | 38.8654 |
| CULTURAL EVENT COORDINATOR             | 46    | 66,349  | 80,840  | 5,529   | 6,737  | 31.8986  | 38.8654 |
| ENGINEERING AIDE I                     | 38    | 54,456  | 66,349  | 4,538   | 5,529  | 26.1808  | 31.8986 |
| ENGINEERING AIDE II                    | 46    | 66,349  | 80,840  | 5,529   | 6,737  | 31.8986  | 38.8654 |
| PLANNING TECHNICIAN                    | 38    | 54,456  | 66,349  | 4,538   | 5,529  | 26.1808  | 31.8986 |
| SENIOR BUILDING INSPECTOR              | 47    | 68,008  | 82,861  | 5,667   | 6,905  | 32.6962  | 39.8370 |
| SENIOR CIVIL ENGINEER                  | 64    | 103,482 | 126,083 | 8,624   | 10,507 | 49.7510  | 60.6168 |

**PART-TIME POSITIONS AND SALARIES**

**EFFECTIVE 7/1/2018**

|                           |    |           |        |           |       |         |         |
|---------------------------|----|-----------|--------|-----------|-------|---------|---------|
| ADMINISTRATIVE INTERN     | 10 | 26,166    | 31,881 | 2,181     | 2,657 | 12.5798 | 15.3274 |
| ADMINISTRATIVE INTERN II  | 17 | 31,103    | 37,896 | 2,592     | 3,158 | 14.7231 | 18.2192 |
| INSTRUCTOR                | 5  | 23,127    | 28,178 | 1,927     | 2,348 | 11.1188 | 13.5471 |
| OFFICE ASSISTANT          | 15 | 29,605    | 36,071 | 2,467     | 3,006 | 14.2332 | 17.3418 |
| RECREATION LEADER I       | 5  | 23,127    | 28,178 | 1,927     | 2,348 | 11.1188 | 13.5471 |
| RECREATION LEADER II      | 13 | 28,178    | 34,332 | 2,348     | 2,861 | 13.5471 | 16.5058 |
| RECREATION SPECIALIST     | 20 | 33,495    | 40,810 | 2,791     | 3,401 | 16.1034 | 19.6202 |
| SENIOR PROGRAM INSTRUCTOR | 18 | 31,881    | 38,884 | 2,657     | 3,240 | 15.3274 | 18.6942 |
| SPECIAL EVENT WORKER      |    | 150-1,050 |        | PER EVENT |       |         |         |